

# A Look at Employment, Job Satisfaction and Job Permanency in Newfoundland and Labrador by Sex/Gender

## Objective

To examine the impact of sex/gender on employment, job satisfaction and job permanency in Newfoundland and Labrador (NL).

## Practice Points

1. Stable employment with an adequate income, and safe working conditions leads to better mental and physical health and overall well-being. Unemployment frequently leads to material and social deprivation, psychological stress, and the adoption of health-threatening coping behaviours.
2. The minimum wage is the lowest wage rate an employer is legally allowed to pay its employees. In the current labour market and with the increased cost of living, minimum wages have become much less effective for ensuring that working people can meet their basic living costs. People working full time and earning minimum wage are now living in poverty which can lead to poor health and well-being.
3. Permanent employment brings peace of mind and can lead to better employee life quality and social well-being. In addition to getting a steady paycheck and job security, permanent employees enjoy advantages such as health insurance, retirement savings plans and paid time off. Temporary employment (such as precarious or gig work), however, can lead to stress and anxiety and can take a toll on an individual's psychological well-being due to its lack of benefits and uncertain, unstable, and insecure nature.
4. Job satisfaction is a measure of an employee's contentedness with their job and is determined by the kind of work they are doing (the tasks and duties that make up their job), the conditions under which they work (such as their environment, supervisor, pay and coworkers) and also by what a person wants or seeks to obtain from their job. Higher job satisfaction has been associated with higher life satisfaction, sense of meaning and purpose, financial well-being, mental health and social cohesion.
5. Quality of Care NL acknowledges that gender expression exists on a spectrum and not as a binary. Due to limited data availability on gender as well as privacy concerns, this sex/gender-based analysis is

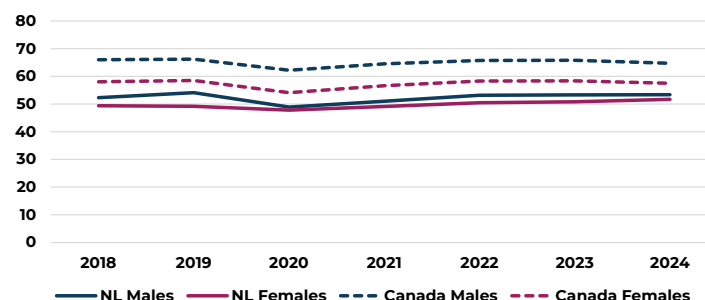
limited to male/female or men/women. Please note, the use of the terms sex, gender, male/female and men/women in this analysis correspond with the original data sources.

## Methods

1. Data on employment, job satisfaction and job permanency were obtained from Statistics Canada. Data on minimum wage was compiled by the NL Statistics Agency (Department of Finance) based on data from Statistics Canada.
2. Employment and unemployment rates were compared over time in NL and Canada by sex (2018 to 2024) and between provinces by sex (2024). The employment rate is the number of employed persons expressed as a percentage of the population aged 15 years and over. The unemployment rate is the number of unemployed persons expressed as a percentage of the labour force.
3. Minimum wage was compared over time for men and women in NL (2018 to 2023).
4. Employee job permanency was compared over time in NL and Canada by sex (2018 to 2024) and between provinces by sex (2024).
5. Job satisfaction was categorized into very satisfied or satisfied, neither satisfied nor dissatisfied and dissatisfied or very dissatisfied. Job satisfaction was compared between provinces by gender (Q3 2022).

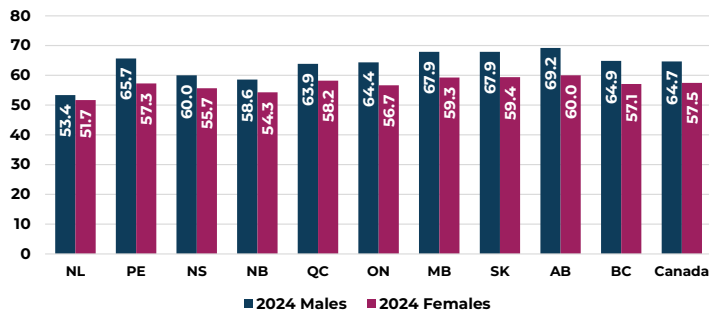
## Results

### Employment



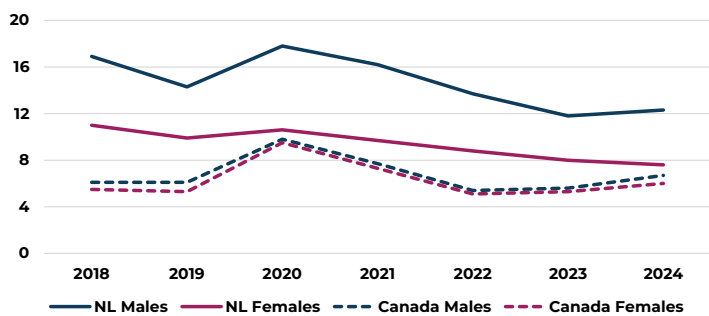
**Figure 1. Annual Employment Rates for those Aged 15 Years and Older in NL and Canada by Sex (%), 2018 to 2024**

- Both males and females in NL have lower employment rates compared to their Canadian counterparts.
- In 2024, the employment rate was 17% lower for males in NL compared to males in Canada and 10% lower for females in NL compared to females in Canada.
- From 2018 to 2024, the employment rate has been lower for females compared to males in both NL and across Canada.



**Figure 2. Annual Employment Rates for those Aged 15 Years and Older by Province and Sex (%), 2024**

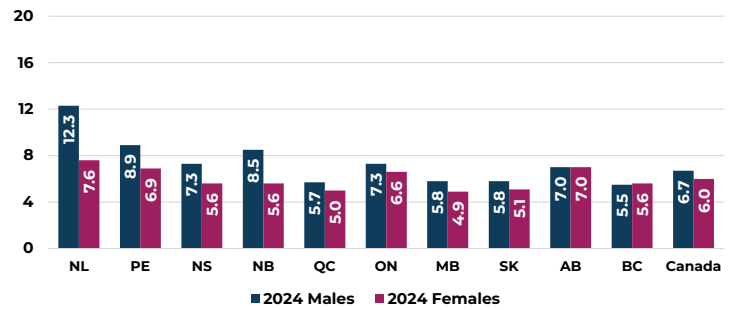
- In 2024, NL had the lowest rate of employment (rank 10) for both males and females among the Canadian provinces (1=best and 10=worst).



**Figure 3. Annual Unemployment Rates for those Aged 15 Years and Older in NL and Canada by Sex (%), 2018 to 2024**

- Overall, from 2018 to 2024, the unemployment rate has decreased for males and females in NL but remained more stable for males and females across Canada (with the exception of an increase in 2020).
- Both males and females in NL have higher unemployment rates compared to their Canadian counterparts.

- In 2024, the unemployment rate was 84% higher for males in NL compared to males in Canada and 27% higher for females in NL compared to females in Canada.
- From 2018 to 2024, the unemployment rate was higher for males compared to females in NL but very similar for males and females across Canada.

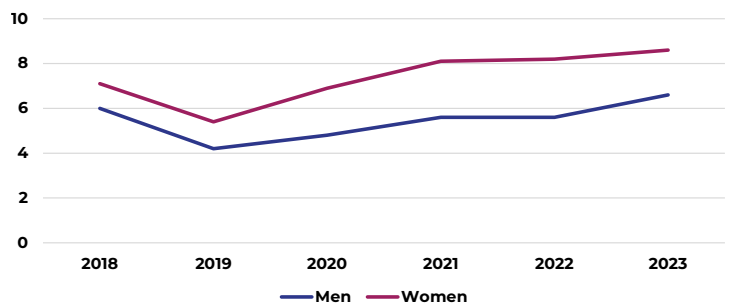


**Figure 4. Annual Unemployment Rates for those Aged 15 Years and Older by Province and Sex (%), 2024**

- In 2024, NL had the highest rate of unemployment (rank 10) for both males and females among the Canadian provinces (1=best and 10=worst).

Source: Statistics Canada. Table 14-10-0327-02 Unemployment rate, participation rate and employment rate by sex, annual; Labour Force Survey (LFS), 2018 to 2024.

### Minimum Wage



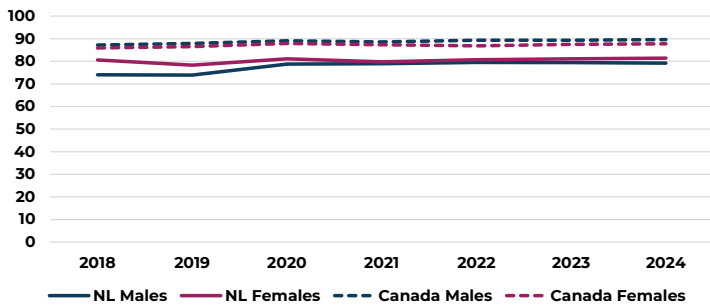
**Figure 5. Percentage of Employees Earning Minimum Wage or Less by Gender in NL (%), 2018 to 2023**

- From 2019 onwards, the incidence of employees earning minimum wage or less has increased for both men and women in NL.

- From 2018 to 2023, the incidence of employees earning minimum wage or less has been consistently higher for women compared to men.
- In 2023, the incidence of employees earning minimum wage or less was 30% higher for women compared to men.

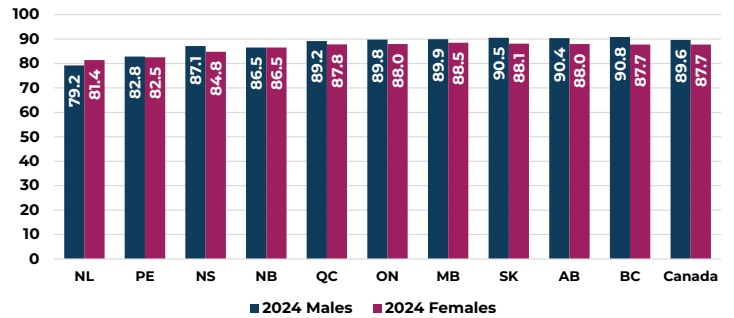
Source: Statistics Canada, Labour Force Survey (LFS); Newfoundland & Labrador Statistics Agency, Special Tabulations, 2018 to 2023 (see <https://stats.gov.nl.ca/Statistics/>)

### Job Permanency



**Figure 6. Job Permanency for those Aged 15 Years and Older in NL and Canada by Sex (%), 2018 to 2024**

- Overall, from 2018 to 2024, the proportion of the population employed in a permanent job has remained fairly stable in NL and across Canada (with the exception of males in NL who have seen a slight increase in job permanency).
- From 2020 onwards, job permanency rates have been similar for males and females in NL (and similar for males and females across Canada).
- In 2023, job permanency rates were 12% lower for males in NL compared to males in Canada and 7% lower for females in NL compared to females in Canada.
- Temporary employment is higher for both males and females in NL compared to Canada (more people in NL are employed in seasonal work).

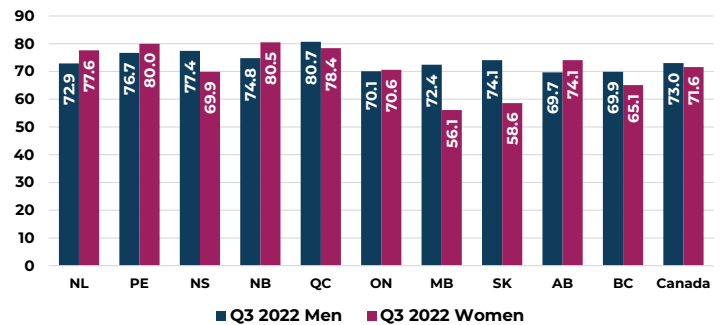


**Figure 7. Job Permanency for those Aged 15 Years and Older by Province and Sex (%), 2024**

- In 2024, NL had the lowest rates of job permanency for both males and females (rank 10) among the Canadian provinces (1=best and 10=worst).

Source: Statistics Canada. Table 14-10-0072-01 Job permanency (permanent and temporary) by industry, annual (x1000); Labour Force Survey (LFS), 2018 to 2024.

### Job Satisfaction



**Figure 8. Job Satisfaction (Very Satisfied or Satisfied) for those Aged 15 Years and Older by Province and Gender (%), Q3 2022**

- In Q3 2022, women had a higher rate of job satisfaction compared to men in NL but had a lower rate of job satisfaction across Canada.
- Job satisfaction rates were comparable for men in both NL and Canada but were higher for women in NL compared to Canada.
- NL men ranked sixth in job satisfaction among the Canadian provinces and women ranked fourth (1=best and 10=worst).

Source: Statistics Canada. Table 45-10-0088-01 Job satisfaction, by gender and province; Canadian Social Survey (CSS), Q3 2022.

## Conclusions

1. Among the Canadian provinces, NL has the lowest rate of employment, the highest rate of unemployment and the lowest rate of job permanency for both males and females.
2. In both NL and Canada, males are more likely to be employed than females. This gap in employment rates between males and females has been larger for Canada.
3. In NL, the unemployment rate has been higher for males compared to females. In 2024, one in eight males in NL were unemployed compared to one in 13 females.
4. Employed women in NL are more likely than employed men to earn minimum wage or less.
5. In NL, job satisfaction was higher for women compared to men.